

SHRAM SAFALYA EDUCATION SOCIETY'S

PANDIT JAWAHARLAL NEHRU

COLLEGE OF SOCIAL WORK,

AMALNER



Internal Quality Assurance Cell

Gender Audit Committee

(2021-2022)

Dr. Anita M. Khedkar
Co-ordinator


IQAC Coordinator
Prof. Vijaykumar Waghmare




Principal
Dr. P.S. Patil

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P.J.N. COLLEGE OF SOCIAL WORK AMALNER
Internal Quality Assurance Cell
Gender Audit Committee
(2021-2022)

- | | |
|---------------------------------|----------------|
| 1) Dr. Prin. P.S.Patil | - Chairman |
| 2) Dr. Asmita Sarvaiya | - Member |
| 3) Dr. Shweta Vinod Vaidya | - Member |
| 4) Smt. Anurupa A. Kakade | - Member |
| 5) Smt. JyotiDigambar Sonar | - Member |
| 6) Prof.- Vijaykumar B. Wagmare | - IQAC Member |
| 7) Dr. Anita MakkanKhedkar | - Co-ordinater |

GENDER AUDIT YEARLY PLAN

1. Passed Resolution in IQAC Meeting on Date:- 19/08/2021
2. Planning completed on Date:-14/10/2021
3. Mechanism to take feedback was conducted between Date:-29.03.2022
4. Duly completed report submitted to Principal and Management Date:-04.04.2022

ACKNOLEDGEMENT

We are thankful to Internal Quality Assurance cell (IQAC) for providing as an opportunity to conduct a Gender Audit on our college campus We are also thankful to the Principal and Management for the support provided to conduct Audit the way it should be. We thank our students for their contribution towards conducting survey and data analysis.

ABOUT THE COLLEGE

P.J.N. Collage of Social Work Amalner, Jalgaon is a premium education institute is registered under the society registration Act 1860, our collage is affiliated KBC North Maharashtra University, Jalgaon. Our collage started in Jan. 2000.

The collage is permanently affiliated to the KBC North Maharashtra University, Jalgaon and has recognized by UGC under 2 F. It is accredited by NAAC with B. The collage has faculties of BSW and MSW on aided basis.

The collage has fully qualified and component teaching staff and adequate non-teaching staff. We are expanding our premises for providing better amenities and facilities. We have our own building with future extension plan. It is located Chopda Road, Devali Fata, Amalner, Dist. Jalgaon. The collage is located on 8 Acres. It offers all modern amenities needed for all round development of the students.

EXECUTIVE SUMMARY

The Internal Quality Assurance Cell (IQAC) of collage of Social Work, Amalner has need to conduct Gender Audit for understanding the Gender discrimination and bias (if any). The management of collage of Social Work has realized the Gender policy of main streaming to keep college campus gender bias free and safe to all Gender. The practice which promotes Gender quality are to be followed consciously and efforts are to be made to understand the gaps between what ideally thought for Gender equality and the reality on the college campus.

The college campus should be safe and free to all genders. And hence it was necessary to understand the attitude of the campus stake holders towards students of all the Gender.

Gender mainstreaming (sensitive) is a systematic inclusion of boys and girls with their concerns, experiences and needs. It is a process of incorporating gender just approach in all the levels such as governance , decision-making , policy , needs analysis, institutional offices and operating mechanisms, planning budgeting , implementation , monitoring and evaluation in institutions so as to create an organization that is gender equitable. Gender mainstreaming promises to bring a gender dimension into all higher education policies.

Gender analysis is an essential first step of collecting and analyzing sex-disaggregated information in order to understand gender differences and how these differences may have an effect on policies effectiveness Gender audit is an evaluation process aimed at figuring out whether set policies or intervention with the broad aim diagnosis and transformation.

During the initial planning of the audit, an analysis was conducted to identify, evaluate and prioritize the risk associated with Gender issues. The analysis was based upon an examination of the policies, manuals, and standards that govern the gender sustainability, on data analysis and on the results of preliminary interviews with personnel. The criteria and methods used in the audit were based on the identified risks.

The methodology used included physical inspection of the campus, review of the relevant documentation and interviews.

GENDER SENSATIVE FEATURES IN COLLEGE

- A. **Sexual Harassments, Anti Ragging and Grievance Redressal Cell-** Women Development Cell (Yuvati Sabha) for ensuring free and safe environment for student. This cell was inaugurated on 3 Jan 2022 on the occasion of birth anniversary of SavitribaiFule. Internal complaint Committee address the grievance received from the ladies staff and girl students. Women Development Cell works to build gender sensitive atmosphere in campus. Program like self defence technique, life education sessions, legal and sex education are conducted by Women Cell and Student DevelopmentDepartment. They are made aware issues like Sexual Harassments, Anti Ragging and Grievance Redressal Cell as working place.
- B. **Personality Development seminar-** this college has organized one day personality development seminar on 24-03-2022on subject women and their health. Total participants were 74 from different colleges of surrounding.

- C. **Swayamsiddha karate and Taykando training program:** This program was conducted from 21.03.2022 to 29.03.2022 .Total participants were 54 girls from this college only, girls were trained for offence and self defence in emergency times.
- D. **Counseling of student-** is done by teachers and professional counselor. Counselors include lady teachers which make it easier for girls to express themselves freely.
- E. **Outdoor Programs:**Ladies teacher accompanies students on field visits and NSS residential camp, study tours and agency visits-The lectures on Diet and Nutrition and Health camp are organized for the students. Ladies common room, clean washroom is available.
- F. **College ensures the safety of students-** CCTVs are installed in campus and Security guards are placed at college campus.

STATEMENT OF ASSURANCE

The Audit is in accordance to the international Standards for the professional practice of internal Auditing.The data collected has been preserved as evidence of work done and for future studies.

OBJECTIVES AND SCOPE

The purpose of this audit was to ensure that the Gender policy is followed and implemented in the campus, across all departments, administrative bodies and students. To identify gaps and challenges in the policy and to recommend suggestions for addressing them.

METHODOLOGY

In order to meet its objectives, this audit combined physical inspection with a review of documentation and interviews with various stakeholders. Interviews were conducted with male and female students.

FINDINGS

TABLE-1

Year	GENDER	UG	PG
2021-2022	Boys	63	80
	Girls	40	70
	Total	103	150

TABLE-2

GENDER CLASSIFICATION OF TEACHING FACULTY

YEAR	Male	Female
2021-2022	7	3

TABLE-3

GENDER CLASSIFICATION OF VISITING AND GUEST FACULTY

YEAR	Male	Female
2021-2022	2	3

TABLE-4

GENDER CLASSIFICATION OF NON TEACHING STAFF

YEAR	MALE	FEMALE
2021-2022	9	2

SUMMARY OF FINDINGS 2021-2022

Q. No.	Question	Agree	Dis agree	No opinion	Total
1	Are you aware that gender sensitive issues prevail in the society?	102 85%	10 8.33%	8 6.66%	120 100 %
2	College organizes gender awareness programs?	107 89.16 %	3 2.5 %	10 8.33 %	120 100 %
3	In the campus, toilets for girls are adequate in number?	110 91.66 %	8 6.66%	2 1.66 %	120 100 %
4	Disposal bins and other required facilities are available in the girl toilets?	90 75 %	23 19.16 %	7 5.83 %	120 100 %
5	Cleanliness is maintained in boys and girls toilets?	85 70.83 %	15 12.5 %	20 16.66 %	120 100 %
6	Adequate security provisions are made to ensure safety on the college campus?	90 75 %	20 16.66 %	10 8.33 %	120 100 %
7	College has sufficient lighting in the corridors, classrooms and girls common room.	100 83.33 %	10 8.33 %	10 8.33 %	120 100 %
8	Are you aware about the existence of Yuvati Sabha or Women's Club and complaint box in the college?	95 79.16 %	15 12.5 %	10 8.33 %	120 100 %
9	Have you or your friend been the victim of sexual harassment by teaching / non-teaching staff or any student of the college?	85 70.83 %	26 21.66 %	9 7.5 %	120 100 %
10	Have you reported the incidence to principal or in complaint box?	100 83.33 %	10 8.33 %	10 8.33 %	120 100 %
11	Was action taken against the person engaged in harassment?	99 82.5 %	11 9.16 %	10 8.33 %	120 100 %
12	If not reported, why, give reasons?	105 87.5 %	5 4.16 %	5 4.16 %	120 100 %
13	Has grievance redressal cell has redressed your complaint in specific time?	100 83.33 %	15 12.5 %	5 4.16 %	120 100 %
14	Whether your classrooms offer equal opportunities for all genders?	102 85 %	8 6.66%	10 8.33 %	120 100 %
15	Library offer equal opportunities for all genders?	110 91.66 %	5 4.16 %	5 4.16 %	120 100 %

16	Does college provide health care facilities like first aid assistance, CBC checking, availability of sanitary napkins?	90 75 %	20 16.66 %	10 8.33 %	120 100 %
17	Does women faculty escort the girls while going to NSS / Rural village camps, study tours and cultural program of the university?	110 91.66 %	4 3.33 %	6 5 %	120 100 %
18	Is there separate queue for girls on occasions like admission, results, form submission etc.?	97 80.83 %	20 16.66 %	3 2.5 %	120 100 %
19	Is personal counselling offered to students separately for boys and girls?	113 94.16 %	0 0 %	7 5.83 %	120 100 %
20	Does college really work for women empowerment?	111 92.5 %	6 5 %	3 2.5 %	120 100 %

SUMMARY AND FINDINGS

Finding from the summary:

1. All the teaching and non-teaching staff, all the students and authorities are aware about the need for gender sensitization.
2. It was observed that a number of awareness programs were conducted in the campus.
3. After this gender audit, gender policy is redesigned and reframed for the next coming year.

RECOMMENDATIONS

The analysis of survey recommends some things like-

1. The majority of the students, are well aware about gender sensitization programs conducted in the college campus.
2. Students have given satisfactory response towards the safety, cleanliness and facilities provided in the campus.
3. Majority of the students agree that administrative office, library and classrooms provide equal opportunities to all genders.
4. Girl's students insist on separate queue in the admin office work.

IQAC Coordinator
Prof. Vijaykumar Waghmare

Principal
Dr. P.S.Patil





